


UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE	
		Case 10-CA-277612	Date Filed 05/24/2021
INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Welburn Organization d/b/a /McDonalds & McDonald's Corp., as Joint and Single Employers		b. Number of workers employed 100+	
c. Address Store: 5507 S Miami Blvd, Durham, NC 27703 McDonald's USA, LLC: 2111 McDonald's Dr., Oak Brook, IL 60523	d. Employer Representative (b) (6), (b) (7)(C)		e. Telephone No. Store: 919-474-8809
F. Type of Establishment Restaurant	g. Identify principal product or service Food Service		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. BASIS OF THE CHARGE (Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2021, the above-named employer unlawfully interfered with, restrained, and coerced employees in the exercise of t ction 7 rights by terminating employee (b) (6), (b) (7)(C) for going on strike on (b) (6), (b) (7)(C) 2021.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU National Fast Food Workers Union			
4a. Address (street and number, city, state, and ZIP code) 205 South Gregson Street Durham, NC 27701		4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
 (Signature of representative or person making charge)		Paul Smith, Attorney (Title if any)	
Address <u>100 Europa Drive, Suite 420 Chapel Hill, NC 27517</u>		(919) 942-5200 (Telephone No.)	
(Date) <u>5/24/2021</u>			
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)			

Good afternoon,

My apologies – one spelling correction in Box 2. Please call or email if you have any questions.

Thank you,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PATTERSON HARKAVY LLP

100 Europa Drive, Suite 420

Chapel Hill, NC 27517

Telephone: 919-942-5200

(b) (6), (b) (7)(C)@pathlaw.com

Confidentiality Notice: If you are not the intended recipient of this message, you are not authorized to intercept, read, print, retain, copy, forward, or disseminate this communication. This communication may contain information that is proprietary, attorney/client privileged, attorney work product, confidential or otherwise legally exempt from disclosure. If you have received this message in error, please notify the sender immediately, either by phone or by return e-mail, and destroy all copies of this message, electronic, paper, or otherwise. Thank you.

From: (b) (6), (b) (7)(C)

Sent: Monday, May 24, 2021 2:05 PM

To: 13366315210@myfax.com

Subject: New Charge of Discrimination

Good afternoon,

This is a resubmission of a charge we sent earlier today with a correction in Box C. Please call or email if you have any questions.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PATTERSON HARKAVY LLP

100 Europa Drive, Suite 420

Chapel Hill, NC 27517

Telephone: 919-942-5200

(b) (6), (b) (7)(C)@pathlaw.com

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
NLRB
Mobile App

May 25, 2021

SEIU National Fast Food Workers Union
205 S Gregson St
Durham, NC 27701

Re: Welburn Organization d/b/a /McDonalds &
McDonald's Corp., as Joint and Single Employers
Case 10-CA-277612

Dear Sir or Madam:

The charge that you filed in this case on May 24, 2021 has been docketed as case number 10-CA-277612. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Ingrid J. Jenkins whose telephone number is (336)582-7127. If this Board agent is not available, you may contact Deputy Regional Attorney Lisa R. Shearin whose telephone number is (336)582-7142.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.


In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

LISA Y. HENDERSON
Acting Regional Director

By: 
SCOTT C. THOMPSON
Officer in Charge

cc: Paul Smith, Attorney
Patterson Harkavy LLP
100 Europa Dr Ste 420
Chapel Hill, NC 27517-2372



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
NLRB
Mobile App

May 25, 2021

General Manager
Welburn Organization d/b/a /McDonalds &
McDonald's Corp., as Joint and Single Employers
5507 S Miami Blvd
Durham, NC 27703

Re: Welburn Organization d/b/a /McDonalds &
McDonald's Corp., as Joint and Single Employers
Case 10-CA-277612

Dear General Manager (b) (7)(E)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Ingrid J. Jenkins whose telephone number is (336)582-7127. If this Board agent is not available, you may contact Deputy Regional Attorney Lisa R. Shearin whose telephone number is (336)582-7142.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

LISA Y. HENDERSON
Acting Regional Director

By: 
SCOTT C. THOMPSON
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: McDonald's Corp.
2111 McDonalds Drive
Oak Brook, IL 60523-2199

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 10-CA-277612
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1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

2111. STATE OF
INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7A. PRINCIPAL LOCATION:

7B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES _____)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
------	-------	----------------	-------------

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
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PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**WELBURN ORGANIZATION D/B/A
/MCDONALDS & MCDONALD'S CORP., AS
JOINT AND SINGLE EMPLOYERS**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS
UNION**

Charging Party

Case 10-CA-277612

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, Stephen J. Waring, the undersigned employee of the National Labor Relations Board, state under oath that on May 25, 2021, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (7)(E) ., General Manager
Welburn Organization d/b/a /McDonalds & McDonald's Corp.,
as Joint and Single Employers
5507 S Miami Blvd
Durham, NC 27703

McDonald's Corp.
2111 McDonalds Drive
Oak Brook, IL 60523-2199

May 25, 2021

Date

Stephen J. Waring
Designated Agent of NLRB

Name

/s/ Stephen J. Waring

Signature

From: [Jenkins, Ingrid J.](#)
To: [Shearin, Lisa R.](#)
Subject: RE: Welburn McDonalds, Case 10-CA-277612
Date: Monday, June 7, 2021 9:46:00 AM

(b) (7)(C), (b) (6)

From: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>
Sent: Monday, June 7, 2021 9:45 AM
To: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>
Subject: RE: Welburn McDonalds, Case 10-CA-277612

(b) (5), (b) (7)(C), (b) (6)

From: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>
Sent: Monday, June 7, 2021 9:20 AM
To: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>
Subject: Welburn McDonalds, Case 10-CA-277612

Hey Lisa,

(b) (5), (b) (6), (b) (7)(C)

Ingrid

Ingrid J. Jenkins
Field Examiner
National Labor Relations Board, Subregion 11
4035 University Parkway, Suite 200
Winston-Salem, NC 27106
Ph. (336) 582-7127
Fax (336) 631-5210

Please note the NLRB requires electronic filing of documents. See [GC Memo 20-01](#) on the Agency's website. Below is information to assist you with this requirement:

- [Frequently Asked Questions](#)
- [Written Instructions](#) for the Agency's E-Filing system
- [Video demonstration](#) for step-by-step instructions
- For general assistance with E-filing, please contact e-file@nlrb.gov
- Please contact me if you have questions about E-filing for a case you have with me
- Provide [feedback](#) on your E-Filing experience

From: [Shearin, Lisa R.](#)
To: [Martin, Terrance](#)
Cc: [Thompson, Scott C.](#); [Jenkins, Ingrid J.](#)
Subject: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612
Date: Monday, June 7, 2021 9:55:06 AM

FIR DETERMINATION

Determination date:6,7.21

- | | | |
|---|-----------------|-----------------|
| <input type="checkbox"/> Merit: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> No Merit: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> Partial Merit: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> Defer: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> Part Defer/Merit: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> Part Defer/No Merit: Choose an item. | Choose an item. | Choose an item. |
| <input type="checkbox"/> Part Defer/Part Merit: Choose an item. | Choose an item. | Choose an item. |

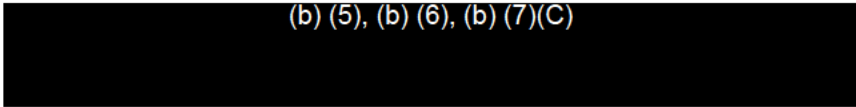
No Determination: All allegations

Issue Letter: Withdrawal

NOTE/COMMENT: Note WD is unconditional and unadj

From: [Jenkins, Ingrid J.](#)
To: [Shearin, Lisa R.](#); [Teel, Yvette R.](#); [Martin, Terrance](#)
Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612
Date: Monday, June 7, 2021 11:17:00 AM

(b) (5), (b) (6), (b) (7)(C)



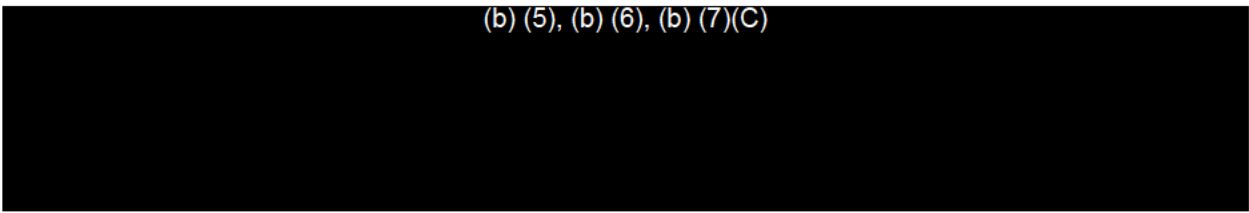
From: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>
Sent: Monday, June 7, 2021 11:16 AM
To: Teel, Yvette R. <Yvette.Teel@nlrb.gov>; Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>; Martin, Terrance <Terrance.Martin@nlrb.gov>
Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5)



From: Teel, Yvette R. <Yvette.Teel@nlrb.gov>
Sent: Monday, June 7, 2021 11:14 AM
To: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>; Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>; Martin, Terrance <Terrance.Martin@nlrb.gov>
Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5), (b) (6), (b) (7)(C)



Yvette R. Teel, Administrative Officer

National Labor Relations Board
Region 10
Peachtree Summit Federal Building
401 W. Peachtree Street, NW
Suite 2201
Atlanta, GA 30308
Phone: 470-343-7495
Agency Cell: 202-600-0942
Fax: 404-331-2858

From: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>
Sent: Monday, June 7, 2021 11:12 AM
To: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>; Martin, Terrance <Terrance.Martin@nlrb.gov>
Cc: Teel, Yvette R. <Yvette.Teel@nlrb.gov>

Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5), (b) (6), (b) (7)(C)

From: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>

Sent: Monday, June 7, 2021 11:07 AM

To: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>; Martin, Terrance <Terrance.Martin@nlrb.gov>

Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5)

From: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>

Sent: Monday, June 7, 2021 11:02 AM

To: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>; Martin, Terrance <Terrance.Martin@nlrb.gov>

Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5)

From: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>

Sent: Monday, June 7, 2021 10:56 AM

To: Martin, Terrance <Terrance.Martin@nlrb.gov>; Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>

Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

(b) (5) Ingrid can you find out?

From: Martin, Terrance <Terrance.Martin@nlrb.gov>

Sent: Monday, June 7, 2021 10:55 AM

To: Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>; Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>

Subject: RE: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

Do either of you have a complete name for the General Manager?

(b) (5), (b) (7)(C), (b) (5)

T MARTIN

National Labor Relations Board | Region 10

Peachtree Summit Federal Building

401 W. Peachtree St., NE, Suite 2201

Atlanta, GA 30308

terrance.martin@nlrb.gov | ☎ (470) 343-7489 | 📠 (404) 331-2858

From: Shearin, Lisa R. <Lisa.Shearin@nlrb.gov>

Sent: Monday, June 7, 2021 9:55 AM

To: Martin, Terrance <Terrance.Martin@nlrb.gov>

Cc: Thompson, Scott C. <Scott.Thompson@nlrb.gov>; Jenkins, Ingrid J. <Ingrid.Jenkins@nlrb.gov>

Subject: Pls process WD in Welburn d/b/a/ McDonalds, case 10-CA-277612

FIR DETERMINATION

Determination date:6,7,21

☐ Merit: Choose an item. Choose an item. Choose an item.

☐ No Merit: Choose an item. Choose an item. Choose an item.

☐ Partial Merit: Choose an item. Choose an item. Choose an item.

☐ Defer: Choose an item. Choose an item. Choose an item.

☐ Part Defer/Merit: Choose an item. Choose an item. Choose an item.

☐ Part Defer/No Merit: Choose an item. Choose an item. Choose an item.

☐ Part Defer/Part Merit: Choose an item. Choose an item. Choose an item.

No Determination: All allegations

Issue Letter: Withdrawal

NOTE/COMMENT: Note WD is unconditional and unadj



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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Telephone: (336)631-5201
Fax: (336)631-5210

June 7, 2021

Jonathan M. Linas, Attorney
Jones Day
77 W Wacker Dr Ste 3500
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Justin D. Martin, Attorney
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250 Vesey Street
New York, NY 10281-1052

Re: Welburn Organization d/b/a /McDonalds
& McDonald's Corp.,
(as Joint and Single Employers)
Case 10-CA-277612

Dear Mr. Linas and Mr. Martin:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

LISA Y. HENDERSON
Acting Regional Director

By:

A handwritten signature in black ink, appearing to read "Scott C. Thompson", written over a horizontal line.

SCOTT C. THOMPSON
Officer in Charge

Welburn Organization d/b/a /McDonalds - 2 -
& McDonald's Corp.,
(as Joint and Single Employers)
Case 10-CA-277612

June 7, 2021

cc: General Manager, McDonalds
 Welburn Organization d/b/a /McDonalds
 & McDonald's Corp.,
 (as Joint and Single Employers)
 5507 S Miami Blvd
 Durham, NC 27703

McDonald's Corp.
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SEIU National Fast-Food Workers Union
205 S Gregson St
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